GRUMMAN plane news

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Shoot for $1 million in United Way drive

Helping usually means giving, and sometimes giving can be difficult. Despite that, over 17,000 Grummanites now express their concern for the well-being of their communities by contributing to the United Way. Of course, the need for compassion never diminishes, and the United Way of Nassau-Suffolk estimates that $4.4 million will be required this year to fund the Island's 97 human-care agencies and non-profit hospitals... services that one of every four Long Islanders use annually.

Grumman Aerospace begins its 1976 United Way campaign drive on October 25. The goal this year is to gain $1 million for the health, rehabilitation, and character-building agencies and hospitals of Long Island. Since 1972, the men and women of Grumman have increased their participation from 40-83 percent. This year's campaign chairman, Vice President Phil Vassallo, wants the gain to continue. "Definitely, by the end of this year's drive I'm sure *every* Grummanite will know that they're helping others through the United Way, and possibly helping themselves. After all, no one's immune to need."

Most people are already aware of how the variety of services offered by the United Way makes them important to every Long Islander. In fact, you may have gone to a local hospital or agency presently receiving an allocation from the United Way, not realizing that, through your support, you've actually been "helping yourself." Anyone can use the vital services of those agencies, ranging from child care, youth education, and family counseling to camping and recreation. All of the agencies and hospitals serve people regardless of their economic status, race, religion, or creed.

Throughout the next few weeks, Grummanites will have the opportunity of viewing a film describing the purpose and services of the United Way. Further information will be included in the next issue of *Plane News*. Also during that time, Phil Vassallo and a team of Grumman men and women will tour some of the area's agencies to get a first-hand look at local services available to you.

On October 25, current contributors will receive a message of thanks from George Skurla and a "We Give" sticker for display at your home, or, if you have yet to contribute, an invitation to join the community-company effort. A brochure describing the agencies and hospitals of Long Island that are supported through the United Way, and a Payroll Deduction/Authorization card are included also.

If you want to increase your donation or are joining up for the first time, you will find the card self-explanatory. Two things, however, are important: first, an employee paid on a bi-weekly or semi-monthly basis should note that his donation per check will be *double* the weekly amount selected; second, the amount of your deduction is entirely up to you, although you may find the "generous giving" guide on the back of the card helpful. If you have any questions, ask your area or ES representative, then return your completed card to your supervisor. Remember, a weekly contribution not only assures an even distribution of financial assistance for the United Way services, it also may be easiest for you.

This year more than ever, whatever you give is extremely important to the United Way of Nassau-Suffolk. Give because you want to, and perhaps when you need help, you'll be glad you did.

(Continued on page 5)

Neighborly visit. On October 7, a Grumman team led by Vice President Phil Vassallo toured local United Way recipient agencies. Above, committee members Sharon Grosser, Carlos Parris, and Sam Avati are shown visiting Hi-Hello Child Day Care Center in Freeport. (Photo by Jim Wagner)

Initiate EA-6B mod program

When an EA-6B from NAS Whidbey Island arrived at Calverton on Monday, September 27, it marked the beginning of the first major modification program for Prowlers in the fleet — and the first Navy contract Grumman has ever received to perform SDLM (Standard Depot Level Maintenance).

"To keep the EA-6B's tactical jamming system the most advanced and effective in the hostile electronic countermeasures world," says Dick Gregor, EA-6B Mod Program Manager, "modifications have had to be made since the first aircraft was delivered in January 1971. The new mod program calls for updating the first 21 EA-6Bs built by Grumman to the latest ICAP configuration which includes going through the EXCAP configuration." EXCAP (Expanded Capability) is a change that expands the on-board tactical jamming system to an 8-band capability; ICAP (Improved Capability) involves rearranging the four-place cockpit, for improved operating efficiency, addition of an automatic carrier landing system (ACLS), a communication navigation and identification (CNI) reconfiguration, and the addition of a new defensive countermeasures system.

The mod program also entails rewiring the entire aircraft, a new paint job, sending out the tactical jamming system, on-board computer, and flight control systems to vendors for repair and update, and then integrating all the systems into the new configuration.

Since the company was already "tearing down" the aircraft, the Navy decided that it would be less time-consuming and less costly if Grumman would also perform the SDLM inspection. "Because of the Navy's extensive operational commitments for the EA-6B, these 21 aircraft have never gone through a major overhaul," says Gregor. "Both Grumman and Navy inspectors will check and recommend any repairs needed."

The first EA-6B Mod is slated for delivery back to the Navy in June of next year. One aircraft will be "DD-250'd" each consecutive month through February 1979.

people

At closing day ceremonies at Kennedy Space Center's Third Century America exhibit, a time capsule filled with bicentennial mementos was sealed. It will rest underground until the Nation's tricentennial celebration begins in 2075.

According to Norm Nieman, head of GAC's Orlando office, when our descendants re-open the cylindrical container, Grumman Aerospace will be well represented. In addition to a full color page of Grumman products, miniature replicas of the F-14, E-2C, A-6E, EA-6B, OAO, and LM are contained in the time capsule.

If you don't plan on being around to celebrate the tri-centennial in 2075, you can view exact duplicates of all the time capsule items on display at the KSC visitor's center.

Chance to help

With school budgets getting tighter, the opportunity for volunteers to assist in many day-to-day activities has increased sharply. A recent letter from Michael Palermo, principal of James Wilson Young Junior High School in Bayport, suggests that Grummanites and members of their families may have numerous talents that could supplement and enrich the educational services being provided children in the district. Some of the areas he mentioned specifically are: tutoring—sciences (sciences, math, and languages); art; musicians to play for assemblies, rehearsals, concerts; receptionists and library aides; among others.

If you live in the Bayport-Blue Point school district and would like to volunteer your services, call Palermo on 472-1800, Ext. 51. As he says, "We feel that the more people of the community become involved, the better our school will become."

Danced all night

Last month Kathleen Banovich of Personnel Records and her partner George Smith danced themselves close to fame at the Waldorf Astoria during the United States National Ballroom Championship contest. They waltzed into second place in modern dance and cha-cha-ed into fifth place for Latin dancing.

After competing for three years, she says they're getting close to realizing their dream of being national champions. They had to show their expertise in such steps as the tango, fox trot, samba, and pase doble. Becoming a champion, Kathleen says, takes not only practice but money too—for traveling, ball gowns, and dance lessons. However, the partners are lucky because they get their lessons from his parents, who are professional dance instructors, and her mother makes all of her ballroom gowns.

For gliding with such grace and precision at the Waldorf, they received silver medallions testifying to their skill and showmanship.

They're serving...

Local groups have called on four more Grummanites from the Milledgeville, Georgia, facility to serve their communities. Tom Lahey, Bill Richter, and Ed Warenik have been asked to work on a study team that's evaluating the Baldwin County public schools in the areas of maintenance and physical facilities, while Jim Vinson has been asked to serve on the Tri-County Electric Membership Corporation board of directors.

Appointments

Among those who recently received changes in assignments were: TRAINING SYSTEMS—Steve Orehosky, director, Quality Control, Pl. 36; and BETHPAGE OPERATIONS—Paul H. Babcock, Facilities Planning, Fixed Assets Coordination, & Bethpage Machine Shops; and Vincent A. Ciampa, Parts Control, Technical Services, Budgets, Financial Planning, & Systems, both appointed deputy director within Machining Operations; in DEPARTMENTAL OPERATIONS—Richard Woessner, Manpower & Budgets; and Donald Zager, Project Planning, both appointed group head in Engineering; SPACE PROGRAMS—Donald F. Schlegel, program manager of the Space Shuttle Wing; and in CALVERTON OPERATIONS—Lawrence J. Burke, Material Handling & Stores manager.

Cheats death

Recently Warren Marx, a Smithtown volunteer fireman, snatched a 20-year-old young man from certain death. A project engineer in Plant 12, he answered an alarm in the early hours of the morning and sped to the burning house a couple of blocks from his own home.

Getting there before the rest of the department, he found the fire was confined to a second story bedroom. "It was hard to open the door," he said. "I could tell that something or someone was jammed against it on the other side. After a lot of pushing, I opened it enough to find that the young man had collapsed behind the door trying to get out of the room. Fortunately, I was able to save him and the rescue squad brought him to the hospital immediately."

Globe hopping field life gives rep some varied times

Nick De Jesu has a job that's put him on top of the world as well as into the ocean...and that has kept him away from "home" for the past 21 years. As a Grumman Field Service representative, now a supervisor for Mediterranean operations, he's had an interesting career so far, and expects the future to be just as varied.

Nick De Jesu

Nick came to the Plant 1 engine department in 1939 after serving as a mechanic for the historic "Gulfhawk" (a Grumman F-3F showplane now in the Smithsonian Institute) for four years. After a two-year stint as a Navy gunner, he returned to the company in '46 and remained in the States until 1955, when he began a global career as a service rep. His first assignment was in Tripoli, Casablanca, and Saudi Arabia, with the HU-16 amphibian rescue plane, during which time, De Jesu recalls a few tense moments.

"I was flying to Greece in '56 when an engine of our Air Force C-47 went out. The pilot said we'd probably have to ditch, and we did—in the Ionean Sea. Fortunately," adds Nick, "only the mail bags got wet." The night Morocco gained its independence from France, Nick was with a busload of Air Force personnel travelling from Tripoli to Casablanca. "There was a blood bath in town that night, but we didn't know how bad things were at the time," said De Jesu. "A military patrol stopped us and insisted I was French, despite my passport." Luckily, an Air Force officer convinced the patrol to release Nick, and he was permitted to reboard the bus. "That night," assures Nick, "I stayed in my hotel room till it was light, and spent the remainder of my stay at the base."

Returning to Bethpage in 1957, De Jesu got an assignment that lasted one night. The place was the land farthest north in the world, Thule, Greenland, where the nights happen to be six months long. The second half of the year was a bit warmer (Salem, Massachusetts). Then Nick went to sunny Italy, where he's been since 1958. Now a supervisor, Nick finds the job enjoyable, if somewhat stationary.

From his desk at the Command Fleet Mediterranean Office in Naples, De Jesu serves as coordinator for the 35 Grumman field reps in Spain, Italy, and, of course, the U.S. 6th Fleet. "It's very satisfying, knowing what the planes and pilots are doing, "and very important," says Nick. A lot of people don't know what a Field Service rep in an overseas area does. Primarily, he's to make sure the customer gets parts, information, and technical assistance on a 24-hour basis. Fortunately, Grumman people have a good reputation with the military, and that's a credit to the people in the states who back us up.

"We're a service and communication link between the military and the company, but we're also ambassadors to the local people. In fact, we've set up bowling and baseball leagues under Grumman's name to bring Italians and Americans together. Our job is to spread the word about Grumman."

The field man also needs one important asset. "An understanding family," explains De Jesu, "is essential." Nick's own family has done most of its growing up in Italy, an advantage when it comes to language (his three daughters and son are all multi-lingual), but now that they're grown, a disadvantage because parents and children have an ocean between them. "They're all in the States now." says Nick, "You have to realize that there's more opportunity here than in most European countries."

For now, Nick and his wife Louise live in Naples, but although Italy is "a beautiful place," De Jesu isn't making any long-range plans. "The idea with this type of job is to stay flexible. You can be somewhere for 20 years and tomorrow you may have to go to Timbuktu...and we'll be ready."

Sound another warning on conflict of interest

Several weeks ago three former employees of Grumman Aerospace were fined and sentenced to prison terms for accepting gifts and kickbacks from several outside firms doing business with the company. Evidence of these activities was uncovered last year by the Corporate Audit Department, and Grumman officials immediately informed the Naval Plant Representative, the FBI and the U.S. Attorney's office. Since the discovery, company representatives have been cooperating fully with these groups.

"It wasn't the first time such a condition was uncovered at Grumman," says Howard Dunn, director of Corporate Audit, "but we certainly hope that the current series of criminal convictions will be the last, particularly when people become more aware of the great personal risks involved. These situations often start quite innocently. Perhaps it's a business lunch, for example. Next, the employee may start to accept expensive entertainment, such as nights on the town, week-end vacations—and too often it graduates to cold cash. Unfortunately, the employee does not always see the conflict of interest developing so clearly until it is too late and he is well into the arrangement."

What happens to people who get caught up in such situations has severe emotional and economic repercussions not only to themselves, but also to their own families. In addition, such incidents have a damaging effect on a company's hard-earned reputation, which in itself is a cause of serious concern to employees, customers, and shareholders. "Grumman has no alternative but to inform the authorities of these types of unlawful activities, and to cooperate with the authorities in their investigations. We also do it to protect Grumman's name and reputation, as well as that of the very great majority of hard-working Grumman men and women who are not involved in such unlawful activities and are devoting their full energies and talents to the betterment of the company. There are many people at Grumman, in all sections of the company, whose daily work brings them in contact with outside vendors where their recommendations influence corporate decisions and expenditures. These employees, as well as all vendors, are well aware of the company published policies on conflict of interest," he says. "However, some day one of them might be approached to participate in illegal activities such as those that resulted in the termination, fine, and sentencing of three of our former co-workers.

"We have set up much more stringent systems, procedures, and controls to help prevent further occurrences, but we know that no matter how strict the controls, we must depend in large measure on the honesty and good judgment of those placed in positions of trust." However, he did indicate that should any irregularities be discovered in the future, Grumman has stated its firm intention to inform the authorities and assist in the prosecution of these affairs as well.

Grumman prides itself on its reputation for high ethical standards, and while it can be embarrassing to the corporation when such situations are uncovered, Dunn says that Grumman management believes that, in the long run, conducting company affairs in such a manner will best serve Grumman, all of its employees, customers, and shareholders, and in the long run, the American taxpayer.

"We believe that by informing our people of these events and alerting them to the tremendous risks involved, we may not only save the company from adverse publicity in the future but even more importantly, save other Grumman families from going through such a shattering experience," says Dunn. "Considering all these facts, who would risk so much for so little?"

Relocation schedule

About 600 people in the A-6 program will depart from their quarters in Plant 25 and relocate in Plant 40 at the Huntington Quadrangle. Half of the personnel will be quartered at the route 110 address by Oct. 17 and the other half by Oct. 24.

A week later, on Oct. 30, Thrust Reverser Programs from Plant 4 will also move into Plant 40.

GRUMMAN plane news

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New model. The first A-6E Intruder equipped with TRAM (Target Recognition Attack Multi-sensor) was delivered to the U.S. Marine Corps. at Calverton a couple of months ago. On hand at the mini-ceremony were (L to R) John Hughes, A-6 modification manager; Dave Cook, A-6 project B/N; Lt. Col. Ed Anderson, commanding officer, and Capt. Randy Fridley, assistant operations officer, VMA(AW)-533; and Vern Kramer, A-6 deputy program director. (Photo by Gerry Costello)

Wonder how you're doing? evaluations tell the story

Many specialists in the field of employee relations say that performance appraisals done on a regular basis, as a part of company policy, are an invaluable tool for guiding and counseling employees and encouraging their self improvement. They say appraisals provide a ready-made means for the supervisor and employee to get together and talk about job performance and other things that might have an effect on their relationships.

Over the years at Grumman there have been different appraisal programs, says Bob Foster, deputy director of Personnel, but since September of 1972 Grumman Aerospace adopted one uniform appraisal program, to be implemented annually for each person. The advantages of a single company-wide plan, Foster says, is that it assures that supervisors will appraise members of their departments at least once a year, using the same standards for all, and it also gives the individuals involved a built-in reason to communicate with each other about job performance.

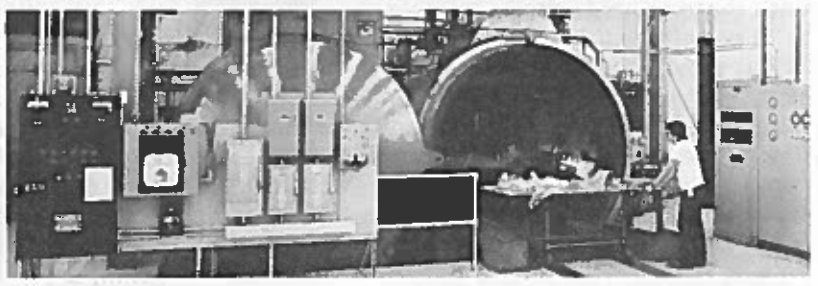
Individual performance appraisals should be a two-way street. Individuals usually want to be participants in an enterprise. Appraisal time provides supervisors with an opportunity to let their co-workers know their efforts are recognized and appreciated, and are an important and necessary contribution to the whole venture.

Besides helping employees to understand their jobs better and prepare for the future, Foster says appraisals provide an opportunity for the personal touch. Today, he says, individuals can learn what their supervisors think about their job performance, how they can improve their performance, if any is needed, what their future opportunities are, and how they can help themselves develop in their careers. Supervisors, in turn, learn first-hand from members of their department what their own understanding is of their jobs, and why they perform them as they do.

But the personal touch is not only necessary to assure people that their role in the company is important, it's also needed to handle the interview session successfully, says Foster. Supervisors can't do all the talking. Both parties to the conversation have to feel confident that the get-together represents a sincere effort to communicate, to establish better understanding, and provide each individual with the opportunity to express his or her views in the work situation.

Criticism has to be handled deftly, he says, because it is almost always hard to take and should be done constructively. And supervisors shouldn't be overly sensitive if they get criticized for certain of their actions. The objective is understanding. That way everybody benefits.

People in the field of employee relations claim that annual performance appraisals are a big help, Foster says, because they provide a needed avenue of communication, give employees a picture of how they're doing, and offer them a chance to state how they think their talents can be used to advantage. At no time should these appraisals ever take the place of day-to-day coaching, evaluation, or counseling. A special advantage of an appraisal program is one that you can't measure too well, he says, but is very real. It helps promote an atmosphere of concern. When that's present, he believes people respond and work better.



Stress care, precision in Milledgeville operations

MILLEDGEVILLE, GA.—Even the most ardent supporters will admit that there is little possibility that composite materials will ever entirely supplant the use of steel and aluminum in aircraft manufacture. Not for a while, at least. But over the last 10 years, materials such as fiberglass, boron, graphite, and plastic have been substituted more and more for metal in certain manufacturing operations.

Many composites, when reduced to their simplest elements, look much like strands of human hair. But millions of these fibers bonded together become an aircraft designer's dream. What results is a material that is lighter, stronger, and stiffer than steel.

And it's no longer a dream—F-14, F-15, F-16, and F-18 aircraft all are using advanced composite materials of boron and graphite to varying degrees. Our own F-14's horizontal stabilizer skins are composed of some 90 odd layers of boron/epoxy tape. Research and development versions of F-14 overwing fairings and landing gear doors are being manufactured in Plant 3. Should Congress okay full production for the Air Force B-1 bomber later this fall, there's a good chance that one of its principal structural components—the horizontal stabilizer—will be made of boron and graphite epoxies and produced here at Plant 66, Grumman Aerospace's advanced composite manufacturing facility.

For more than two decades now, Grumman has applied vast amounts of talent and technology to the development of those composite materials. More than 18 months ago, Grumman established this facility at Milledgeville as the prime manufacturing site for all composites work. Since that time, Vice President Bill Zarkowsky and the several hundred men and women who work here have been building up to meet the projected demands of the future.

Thousands of details

Right now, for example, Milledgeville produces several hundred thousand detail parts each year, including 2,000 alone for each F-14 Tomcat. Among the other major and minor assemblies fabricated here are EA-6B tactical jammer pod radomes, Gulfstream II nose radomes, E-2C tails, radomes, slats, pylon doors, vent windows, and more.

Much of the work at Milledgeville is handcrafted—precise craftsmanship and meticulous care must go into each assembly operation. In the production of an EA-6B radome, for instance, individual layers of resin-impregnated glass cloth are arranged side-by-side in a tooling fixture, and carefully cut, stretched, and smoothed so that it fits exactly and no wrinkles or air pockets develop (if undetected they might cause the structure to eventually weaken and fail). By adding more layers, sometimes criss-crossed for additional strength, the thickness can be built up in stages until the desired specification is attained.

Then a polyimide honeycomb core, also machined for a precise fit, is placed on top of this fiberglass build-up ... and the meticulous snipping, fitting, and arranging of polyimide layers resumes, this time on the top side of the honeycomb core. Eventually, the core is surrounded top, bottom, and sides and the asembly operation is completed.

At each stage of the operation the assembly is thoroughly examined to assure that it meets rigid production specifications. When it gets a final inspection okay, it is "bagged" in a plastic-like material, placed in an autoclave, and subjected to extended heat and pressure. This causes the resin to flow between the various layers, bonding them solidly together, and also cures and sets the part in its permanent shape. Once fully cured, the polyimide jammer pod will not break down even under extreme heat.

One of the major design advantages of fiberglass, boron and graphite construction is the ability to build in strength in critical areas of a part through overlaps and additional layers of material. An added plus of composites is their ability to resist corrosion. They can also be machined, drilled, and attached to metal structures.

Composite leaders

Although fiberglass and plastics have been used in aircraft construction for a number of years, they were used primarily for spacers and for internal structures that weren't subjected to high stress during flight. In the early 1960's, Grumman's E-2A demonstrated the first aerospace use of fiberglass as primary structure in the vertical tail surface. The "glass tail" necessary to allow the E-2A's radar to provide 360 degree coverage met all the requirements of a metal tail. Grumman scored another first in 1970 when we successfully tested the first safety-of-flight advanced composite structure—the F-14 horizontal stabilizer, and since then has produced nearly 600 of them.

More recently, Grumman engineers and production technicians designed and fabricated a boron and graphite epoxy B-1 horizontal stabilizer—the largest structure of its kind ever constructed. About 18 months ago, Grumman made another major move to continue its pre-eminence in the field by establishing a plant at Milledgeville dedicated tp advanced composites production.

In reviewing the move here, Bill Zarkowsky remarked: "We've come a long way since we came south, and a lot of our progress can be credited to the tremendous welcome and cooperation we received from our neighbors in Milledgeville. Although we brought a nucleus of experienced engineers and technicians with us from Long Island, about 80 percent of our workforce is comprised of local residents. Many of them were inexperienced with our type of production operation, but they caught on fast and have been making tremendous strides in learning about composites and our special manufacturing techniques. Some of our mechanics know the variation of at least 10 different molds and materials. They're providing Grumman with a solid core of experience at Milledgeville."

Says Zarkowsky: "The production of composite B-1 horizontal stabilizers represents another challenge and opportunity for Grumman's Bethpage technology and Milledgeville producibility to maintain its leadership role in advanced composites."

United Way drawing

If you're presently giving to the United Way through payroll savings, or signing up as a new United Way contributor, are going to increase your contribution...you may be going to Hawaii. This year, two one-week trips to the 50th state are just a sampling of the drawing prizes available to contributing Grummanites as a "Thank You" from the company for giving the United Way. There will be two final drawings at the close of the 1976 campaign. To qualify for the first drawing you must simply be a United Way contributor. It makes no difference whether you've just signed up, increased your donation, or have been a thoughtful giver for many years. The second special drawing for an all-expense-paid trip for two to Hawaii, is open to all those who have increased their contribution this year.

Vice President Phil Vassallo chats with little attendee of Hi-Hello Child Day Care Center during United Way tour.

The following is a list of the 1976 United Way campaign drawing prizes (the number of prizes in each category appears in brackets):

- Grand prizes:
  - (1) One week all-expense-paid trip for two to Hawaii.
  - (1) One week all-expense-paid trip for two to Las Vegas.
- (1) Fully installed Grumman Sunstream Solar Panel System.
- (3) All-expense-paid five-day trip for two to Disney World on the Grumman Gulfstream II.
- (3) All-expense-paid trip for two to West Palm Beach, Florida on the Grumman Gulfstream II.
- (2) $500 shopping spree.
- (6) $300 shopping spree.
- (2) $250 shopping spree.
- (2) All-expense-paid winter/ski weekend for two at the Playboy Club (Great Gorge, N.J.) plus a new set of skis or ski boots.
- (1) Season box for two to all New York Islander home games.
- (1) Season box for two to all New York Nets home games.
- (4) Canoeing/camping packages to include a 15-ft. Grumman canoe plus camping equipment.
- (10) Expense-paid weekend for two at the Watergate Hotel in Washington D.C.
- (10) One-day trip for two on a Grumman Gulfstream to the Air Force Museum at Dayton, Ohio, plus GAC commemorative models.
- (10) Golf match for you and your partner at a choice of local private country clubs with your new set of woods.
- (4) Tennis match for you and your partner at a choice of local private country clubs with your new tennis outfit and equipment.
- (50) Copy of "The Grumman Story" personally autographed by some of the founders of Grumman.

Special drawing:

(1) All-expense-paid one week trip for two to Hawaii.

United Way

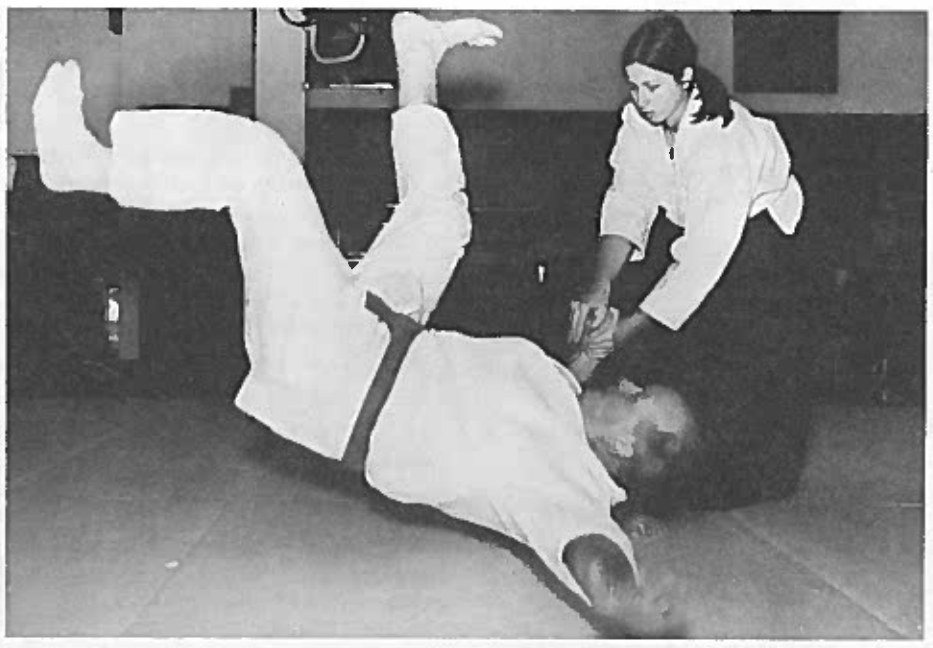
(Continued from page 1)

Listed below are the company's responsibility areas with their United Way campaign representatives and extentions:

Corporate Staff, Dot Lavine (3840); Treasurer, John Dahl (2694); Great River Ops., George Rooney (7931); Security/Personnel, Dick Schantz (7453); Prog. Mgmt.—A/C, Bill Brown (6434); Prog. Mgmt.—Space, Stephanie Albinski (7666); Business Dev., Phil Ragozzino (2922); Dept. Mgmt. Ops., Bruce Hausser (3493); Engineering, Fran Lyons (2219); Prod. Support, Bob Ripp (7178); Mfg., Joe Walsh (7572); Flight Acceptance, Gordon Hurley (7401); Materials Mgmt., Pete Jurich (3310); Mat. & Processes, Donald Kearney (3023); Resources, Sharon Grosser (6875); Bethpage Ops., Mary Harse (2887); Calverton Ops., Ted Hammen (6542); Ops. Quality, John Harriman (2370); Training Systems, Regina Byrd (3928).

Nets tix on sale

Though they're rookies in the N.B.A. this year, the N.Y. Nets are seasoned veterans—and the '76 champions of the now-defunct A.B.A. league. The Grumman Athletic Association (GAA) has arranged for discount tickets for several Nets' home games at the Nassau Coliseum. The first Grumman outing will be on Wednesday, October 27, against Washington. Discount tickets—$7 seats for $4—are now on sale in the GAA building located next to Plant 2. For more info, call GAA on Ext. 2133 or 2269.



Flip gesture. Veronica Lamb demonstrates with fellow Grumman Aikido Club member Jim Goggin one of the techniques that will be taught at a special aikido class for women on Monday, October 25. (Photo by Rich Breunig)

Offer aikido class for women

A special aikido class geared for women will be conducted on Monday, October 25, in the Plant 35 cafeteria beginning at 5:30 p.m. Sponsored by the Grumman Aikido Club, the program will be led by Ed Hagiharo, a fourth Dan black belt and president of the L.I. Aikido Association. High ranking women in aikido will assist in the demonstration and practice session.

Aikido has not received as much publicity as other arts of self-defense. An aikido student uses the momentum of her attacker, timing, and pressure points to turn the attacker's power against himself. Even though the use of mats is necessary, there is less chance of injury because there are no kicks, blows, or strikes in aikido.

This special session is opened to all Grummanites and their families. Those who wish to practice after the class should wear loose fitting clothes such as jeans and a sweatshirt. For additional information, contact Bob Bauman, Ext. 3886, or Mike Stock, Ext. 86575.

calendar

AIAA: joint meeting with ASME, cocktails 6 p.m., dinner 7 p.m., presentation 8 p.m., Holiday Manor, Bethpage; L.I. Section; guest speaker: D. K. Reynolds, Gen. Mgr. British Airways—"Concord—An Operator's Viewpoint & Experience with the World's First SST;" all welcome. Ed Waesche, x7401/George Frankel, x2346.

ASME: joint meeting with AIAA.

Alcoholics Anonymous: every Mon., 5 p.m., Pl. 39, classroom 1; closed meetings. Personnel Relations, x3521; **Calverton:** every Mon., 4-5 p.m., Pl. 8 trailer.

Grumman Cycle Touring Club: Sun., Oct. 31, 9 a.m., Clark Blvd, Massapequa, 35-mile ride. Herman Leuther, x515-3515.

Grumman Dance Club: every Thurs., 5-7 p.m., Pl. 28 auditorium; Oct. 21 & 28 hustle lessons. Marvin Brown, x87307/Edith Murway, x3852.

Grumman Scuba Divers Club: Wed., Oct. 20, 6 p.m., Chateau Restaurant, Bagatelle Rd., Dix Hills. C. Schlicter, x6120.

Retiree Club: Wed., Oct. 27, 12 noon, Holiday Manor; Jack Gifford Testimonial Luncheon; **Florida Suncoast:** Mon., Oct. 25, 11:30 a.m., S&S Cafe, Sears Town, 1235 S. Missouri Ave., Clearwater; regular monthly meeting; **Florida Midwest:** Tues., Oct. 19, 11:30 a.m., Holiday Inn, Crystal River; **Florida Treasure Coast:** Thurs., Oct. 28, 12:30 p.m., Trade Winds Cafe, Fort Pierce. Call GAA for information.

Society of Logistics Engineers: joint meeting with Society American Value Engineers; Tues., Oct. 26, 5:45 p.m., Holiday Manor, Bethpage; L.I. Chapter, No. 1, Dist. 10; business meeting; guest speaker: Michael D. Basch, senior v.p. Federal Express Corp.; all welcome. Norm McDowell, 752-3448; **work shop** prior to meeting, 5:00-5:45 p.m., Manor Room, Holiday Manor; "A Business Meeting to All, for All Members."

The National Secretaries Association (International): Thurs., Oct. 21, cocktails 6:30 p.m., dinner 7 p.m., Polish Independent Club, Riverhead; Twin Forks Chapter; educational/secretarial profession; guest speaker: Patricia Potter, president, NYS Division The Natl. Secys. Assoc. (Intl.); guests welcome. E. Merten Gaias, x517-7181.

obituaries

GORDON CROOKS of Landing Gear Carrier Suitability, Plant 35, died August 27 at the age of 53. He had been with the company since 1959 and resided at 79 Handsome Ave., Sayville.

EDWARD HARRISON of Avionics Development, Plant 7, died September 26 at the age of 49. He worked for Grumman since 1956 and lived at Old Stone Rd., Calverton.

GLORIA BARKSDALE of Food Service, Plant 2, died October 2 at the age of 49. She worked for the company since 1968 and lived at 19 Chestnut St., Wyandanch.

BARTOLOMEO J. PALISI of Material Control, Plant 66, died October 4 at the age of 54. He worked for the company since 1966 and lived at 1801 Briarwood Circle, Milledgeville, Ga.

CLARENCE C. COLLINS of Static Test, Plant 5, died October 4 at the age of 58. He had been with the company since 1944 and lived at 46 Notre Dame Ave., Hicksville.

what do you think?

How do others see us? That's the question PLANE NEWS posed to Grummanites at Calverton recently, because it's a continuing concern for all business firms. And individuals, too. As their answers suggest, the respondents see the outside world as viewing Grumman both favorably . . . and not so favorably. That's probably a situation we all face. And if we think it's an objective evaluation, we try to do something about it. What do you think?

Bob McElhiney

Outside of Long Island, people believe all Grumman builds are canoes. There is not enough public relations; the company is very low-profile; the public doesn't know who we are. They shouldn't be afraid to put our logo prominently on all our products. I don't think the recent publicity about the F-14 will hurt us because people are used to that kind of publicity about all aerospace companies.

Bob Overton

Nobody has heard of Grumman. When I'm upstate or in New Jersey and someone asks "Where do you work?", I answer "Grumman Aerospace" and they say "What do they make?" Nobody knows, and its important for people to know. To me, the current publicity about the F-14 is the personal opinion of Newsday. There should be more publicity from the company on what we do.

Ted Oslager

At one time, people thought Grumman was one big happy family. To them, the company meant work for Long Island. But the recent publicity in the papers has taken this image away. News about the company is distorted. The newspapers are very prejudiced against us.

Frank Carle

Newsday plays the biggest part in forming the public's impression of the company. And, what they read in Newsday makes a bad impression. The economic picture of the whole world makes it tough for Grumman and every other corporation. The cost of everything is high, and this affects everyone. You always hear the bad news first, never the good news. Anything bad is splashed over the front page, good news is given less space further back in the paper.

Joseph Wennberg

Most people probably see Grumman as a large monolithic institution that is semi-responsive to the needs of the people in general. This isn't a correct image. It's developed primarily through misleading devices of the media. Most people are not aware of the state of the art of technology. Therefore, they find it confusing. Big institutions like Grumman are good for the world, but there has to be more understanding...more give and take on both sides. I can see how they have a bad image of large companies.

Katherine Eng

People on Long Island are aware of what Grumman is about. You get a good reaction when you say you work for Grumman. Grumman could advertise more, let people know about the products we make.

Gene Lesserson

People on Long Island have good feelings about Grumman, but off the Island, a lot of people haven't even heard of Grumman. They don't have a good impression of aerospace in general because to them it means defense. It's bad that people don't know about us because it hurts us in Congress. For instance, when we try to win programs over other states that have aerospace companies, their legislators seem to work harder than our congressmen and senators do. I think Grumman should advertise more...explain what our products are, not just aerospace, but the non-defense products as well. It would help build a better reputation.

Richard Allen

By and large, the outside world's opinion of Grumman is fairly good. But, of course, the press doesn't help. I'm sure if my neighbors could have seen the air show at Calverton that I saw, they would have been as highly impressed as I was. The general public doesn't realize the ins-and-outs of a large corporation like Grumman. The Iran situation gave us bad publicity, but I don't know how we can prevent this—or if we should try.

Rich Carruthers

People on the outside think Grumman is the greatest place to work. When people learn that I work here, they say I'm lucky. As for the bad publicity, most people realize it's all politics anyway. And politicians don't seem to help us get the contracts we need.

Don Hopkinson

My friends all know about Grumman. To them, Grumman has a lot of prestige. They think it's a good company to work for. I do think that some of our N.Y. Senators should start speaking up more about Grumman and try to help us more in Congress.

Set retirement meeting Oct. 28

If you're scheduled to retire from Grumman this December, the Pension section of the Personnel Department urges you to attend a special pre-retirement meeting on Thursday, October 28, from 8 a.m. to 12 noon in the conference room, Plant 28. Notices will be sent to those persons who are scheduled for normal retirement on December 31.

Representatives of the Social Security Administration will attend the meeting to explain such areas of Social Security as worker's benefits, entitlement, enrollment of special cases (retarded children, students), spouse's benefits, etc.; also Medicare, including exclusions, current hospital practices, filing claims, etc.

A Grumman representative will discuss such areas as terminated employee's insurance—description of coverage and limitations (supplemental to Medicare), clarify any misconceptions of coverage, dependent children, etc.; miscellaneous—Investment Plan, life insurance coverage and conversion, unemployment insurance, disability, Retirees' Club, Credit Union, etc.

Should you have any further questions, call Joe Placenza, Ext. 6282.

Personal

My family and I wish to extend a warm and well-deserved thank you to all my fellow workers who did so much for us during my recent illness. **Eugene Terkelson and family.**

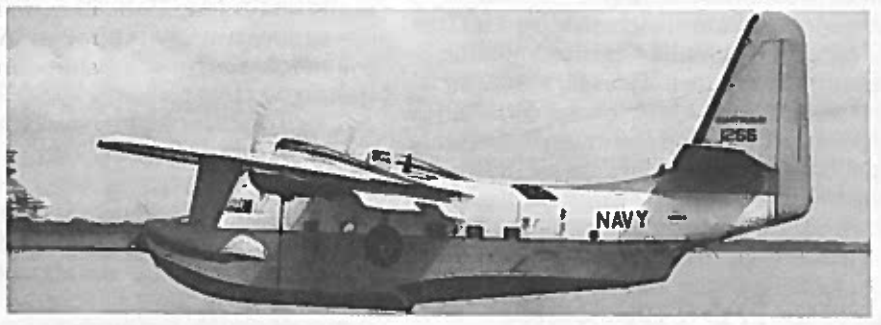
We wish to thank the Grumman people for their thoughtfulness and kind remembrances during our recent bereavement, especially since I know how much his association with the company meant to him. **Mrs. James R. Wallace Sr. and family.**

Our family would like to express our heartfelt thanks to the employees of Grumman Aerospace for their kindness during our recent bereavement. **Emily Watson and Thelma O'Neill**

The family of George Quick would like to thank all our friends at Grumman for their kindness during our recent bereavement. **Alice Quick and family**

We want to thank all of our friends at Grumman for the kindness you have shown during our recent difficulty. **Elizabeth Fiore and family.**

Last of a long line



It finally happened. The Grumman HU-16 Albatross amphibian made its last operational flight for the Navy a couple of weeks ago, a little more than 25 years since it first went into service with the fleet. After the sad farewells by its crew, Cdr. Charles Larzelere, Lt. Cdr. Mike Burke, and ADRC Joe Saldivar, the Albatross waddled up on land from its final splashdown on Pensacola Bay and headed for a place of honor in the Naval Aviation Museum in Pensacola. There it will go on display with many other famous naval aircraft (including a number from Grumman).

This is the last of a long line of Navy seaplanes dating back to 1911, when Glen Curtiss took off in the first one from the naval base at San Diego. Seaplanes have served the Navy long and well in such areas as search and rescue, but even there more modern planes of increased size and extended range have eased the venerable Albatross into a well-deserved retirement. Adieu.

scorecard

To wear a Tomcat uniform not only means that you're a darn good ballplayer but that you can also endure the Grumman men's varsity softball grueling league and tourney schedule.

This season the varisty competed in the Cantiague Major and Baldwin Major leagues against the best open teams on Long Island, and in numerous tournaments in the metropolitan area and in Rhode Island. It was in the weekend tourneys that the Tomcats made their mark.

At the Region No. 10 Industrial Championships, in which the winner qualifies to enter the nationals, Grumman won its first contest against Pan Am, 13-0. Nick Cantania slammed three homers in-a-row which accounted for six runs.

In the Glen Cove competition, the Grummanites placed fifth out of 16 entrants and received the Sportsmanship Award. At the Rhode Island Invitational Industrial tourney in June, they registered a team batting average of .457 and captured first place. Mike Gallo was heralded as MVP and named to the All-Star team along with teammates Joe Rivera, Don Wallace, and Dom Pagnozzi. By batting .769, Greg Ryan led the Tomcats to sixth place in the July 4 tourney sponsored by the Town of Hempstead. Over 30 teams competed in the event.

The N.Y.C. Police Department beat the Tomcats, 9-8, thus putting Grumman in the precarious position of having to win the next two games. In the following encounter against the Police, Grumman retaliated by beating them, 13-5, and in the final showdown against NYCPD, Grumman overcame a six-run deficit to tie it up. Then, in the bottom of the seventh, Catania led off with a double, Pagnozzi singled him to third, and relief pitcher John Andrew drove him home. Needless to say, Catania was named the tourney's MVP.

For the second year in-a-row, Grumman journeyed to the national championship over the Labor Day weekend. This year, the squad finished fifth out of 30 teams.

Building a dynasty

In the past 13 years, the only time that the Grumman varsity golf squad ever relinquished the L.I. Industrial Championship was in 1974. That's a record even pro teams can't beat.

Led by seasoned veterans Jim Minsky, Jim Alverson, Tony Cisco, and Forrest White, this year's squad finished the circuit with a record of 7-1—and the league championship. Back in '74 there were some skeptics who thought the Grumman team would never reclaim the Industrial throne. After this season's performance, it looks like the varsity golfers are aiming to break the old Grumman record of 10 championship years in-a-row.

You gotta believe!

Victories haven't eluded the Grumman women's varsity in recent years, but there never was "that championship season." To those who followed this year's squad though, 1976 was reminiscent of the exciting pennant race the underdog N.Y. Mets won in '68.

Led by the team's Most Valuable Player, Bonnie Dressler, the women swept through regular season play in the L.I. Industrial league while annihilating all opposition. Their only loss came in mid-season against AMF. The agony of defeat was completely soothed in a return bout with AMF in which the Grummanites won, 13-3. They finished with a record of 9-1—and the "B" division title. The division cup was more than many of the players and fans anticipated at the season's outset, but the turn of events in the L.I. Industrial championship tourney was almost unbelievable.

In their first playoff game, the varsity women took on Pan Am, an "A" division powerhouse. After three-and-a-half innings, Linda Schrage's home run was the lone Grumman tally. Pan Am had five. Then Grumman evened the score. The lead switched back to Pan Am. At the bottom of the last inning, the varsity was up at bat with the score in Pan Am's favor, 10-9. Schrage led off with a single. When Pan Am committed a costly error, she scored the tying run, and Rita Roth advanced to third. Pitcher Carol Meyer drove in the winning run.

In the quarterfinals against Singer, the women once again came from behind. Wende Eccles' homer followed by Lorrie DeDonato's two-run double tied the score in the sixth, 6-6. In the bottom of the seventh, Eccles blasted a two-run homer, and the Grumman women earned a slot in the semi-finals against N.Y. Telephone. The varsity defeated N.Y. Telephone, 20-3.

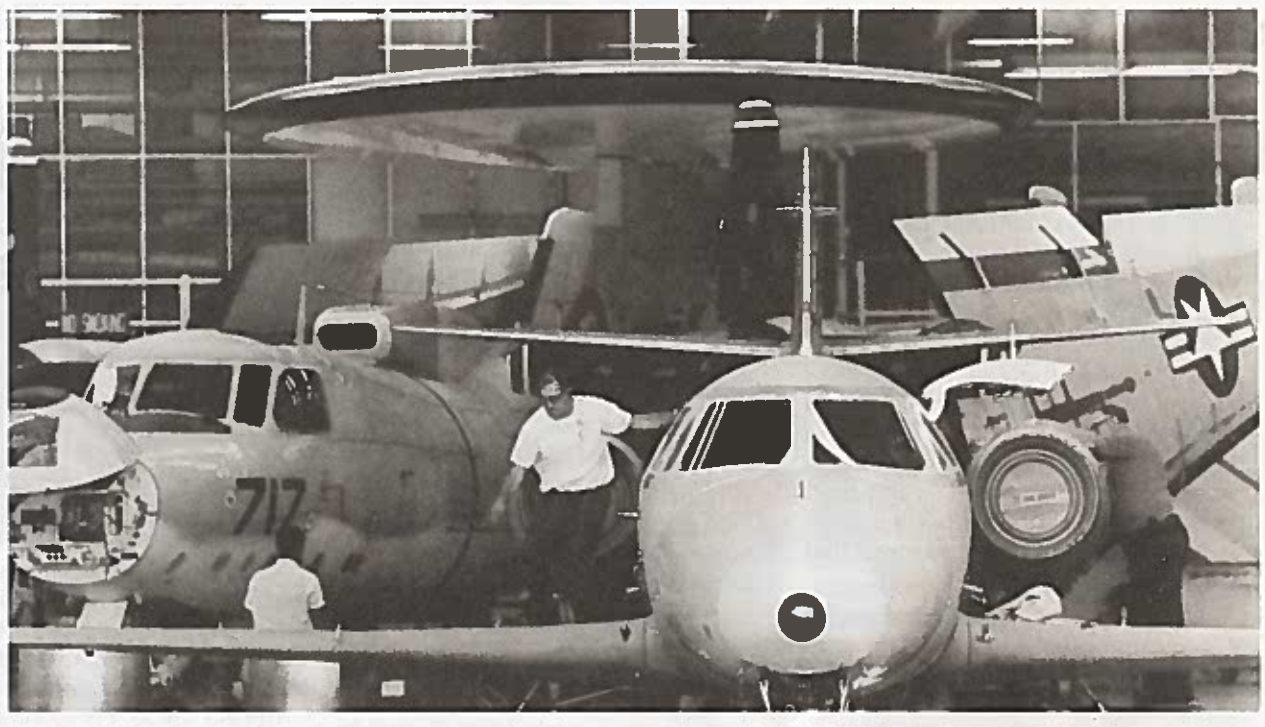
The Grumman women then found themselves in the L.I. Industrial championship finals. That was the first time since the late '60s that a Grumman team advanced so far in the tourney. And though Roosevelt Raceway beat the Grumman varsity for the title, team members see 1976 as "that championship season!"

Two-in-a-row. Grumman varsity golf team won the L.I. Industrial crown for the second consecutive year. Members of the squad are: (L to R) manager Mike Cherry, Jim Minsky, Jim Alverson, Forrest White, Bob Chalus, Ken Prager, Caesar Roscigno, and Don Chalich. Tony Cisco was not present. (Photo by Bob Settles)

Victorious varsity. This year's Grumman women varsity team members are: (front row L to R) Carol Meyer, Carol Goodwin, Pat Ogilvie, Eileen Carlock, Louise Masfetone, Linda Schrage; (middle row) Jim Schwab, Joan Schwab, Pat Shannon, Bonnie Dresler, Lorraine Dunne; (back row) Debbie Bianco, Wende Eccles, Alice Dooley, Lorrie DeDonato, Joe Nieves; (not pictured) Olga LaBarbera, Debbie Emmerich, Rita Roth, and Joan Cetta. (Photo by Rich Breunig)

Multi-winners. Members of the Grumman Tomcat softball varsity are: (standing L to R) John Andrews, Bob Beattie, Wes Douglas, Ron Bartlett, Jim Valetutti, Greg Ryan, Tom Marion, Glen Dorch, Mike Gallo, John Shade, Jack Keane, Jim Verteramo, Fred Neuscheler; (Kneeling) Nick Catania, Vinnie Perniciaro, Dom Pagnozzi, Don Wallace, Rich Loche, Tony D'Ambrosio, Fred Vitale, and Joe Rivera. (Photo by Bob Settles)

If spice of life means variety– Plant 4 staff's well seasoned



Tails, noses, wings, and domes make it appear as if there's more airplanes than people in the Plant 4 hangars. In the foreground is a Dassault Falcon 10.

To many people having a lot of things to do at once can be confusing. At Plant 4, it's routine. Actually, "plant" 4 is a conglomorate of hangars and work areas, staffed mainly by some 140 technicians who do...well...a variety of tasks. It's this diversity that makes a stroll through the Plant 4 complex seem like window shopping in an airplane emporium.

There are over a dozen aircraft in the hangars, including a bevy of E-2C's, two Tomcats, a TC-4C training craft, three Gulfstreams, and a Dassault Falcon 10. The reason for such an aeronautical variety is, of course, that Plant 4 provides the most convenient, best equipped work area for aircraft maintenance in the Bethpage area, as well as a veteran staff. "We have never missed a schedule or run over cost," according to plant manager Jim Lacy. The reason, he adds, isn't pressure from topside but "because everyone works together and knows each other. Rank never comes into play." Lacy, a 29-year Plant 4 veteran, ought to know.

First and most noticeable in the plant are the E-2C's, either intact or waiting for final assembly. Plant 4 is where the major components are joined, and after computerized inspection, passed on for final avionics installation, or "stuffing." Unlike stuffing a turkey, stuffing a Hawkeye is an intricate job. It means the installation of 500 black boxes for the aircraft's radar, navigation, and computer systems, as well as the corresponding wiring and electronics equipment. The plane is then checked out thoroughly in both pre-flight and flight inspections by Grumman shop personnel and air crews, because the next inspector will be the NAVPRO staff. Once Navy crews fly it and "buy" it, the Hawkeye has a new owner.

Also residing in the complex are two F-14's. The Tomcats are being modified by the staff in conjunction with the Product Development Center. One of the planes is being used as a testbed for a new radar-guided weapons system, the other is having a fire-containment system installed. Keeping the Tomcats company is a TC-4C training craft being revamped for use by the Navy. The plane, presently fitted out with the systems and scopes of an A-6A, is being prepared as an A-6E weapons system trainer with the inclusion of a TRAM system. Incidentally, the same hangar houses an F-14 operational flight simulator.

Cooling off. When an aircraft's systems are running, a hose attached to an air conditioning unit keeps them at the right temperature.

Undercover. A technician works on a Falcon engine; behind him is a shiny E-2C ready for testing.

Adjacent to the runway there's a hangar reserved for an impressive aircraft trio—two Gulfstream I's and a Gulfstream II—used for corporate business. Not long ago, another pair of Gulfstreams was located at the complex, but those two were being shaped up—aerodynamically—to serve as Shuttle Training Aircraft.

There's more to Plant 4 than planes, though. Other departments include Flight Operations, a receiving and qualifying lab for all E-2C avionics (the gray annex of Plant 2), and a small parts machine shop for spare parts and prototype work, as well as a cable assembly room. Naturally, the Plant 4 staff is also responsible for a good deal of maintenance on the E-2C after sale to the Navy.

Keeping order in the midst of diversity, Jim Lacy views his role as less difficult than one might think. "It seems like a big job, but we have good leaders, so I don't have to cover the details. Our staff is the best. As a matter of fact, we refer to the people in Plant 4 as magicians, not mechanics, because they seem to get impossible jobs done."

GRUMMAN plane news

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